

81-1177/1

23 June 1981

DD/A REGISTRY
FILE: Pers - 4

MEMORANDUM FOR: Director of Communications

THROUGH: Deputy Director for Administration

FROM: James N. Glerum
Director of Personnel

SUBJECT: Overseas Review Panel

REFERENCE: D/OC Memo to D/Pers, dtd 2 June 1981, Same Subject

Gail:

1. Although I am reviewing the organization and operation of the Overseas Review Panel to ensure that line management plays its important role, I am persuaded that the Panel performs a very useful function which should not be abolished.

2. I believe we need a forum where the Offices of Medical Services, Security and Personnel can synthesize their information and recommend a course of action based on their findings. This is done only in those cases where one or more than one office has some information which by itself is not enough to disqualify the employee for overseas service, but does cast reasonable doubt as to employee or dependent suitability. By necessity, there is information brought to the Panel which is privileged and should go no further than those who must hear it in order to make a reasoned decision on suitability. This compartmentation, to me, does not represent a cavalier approach to the rights of the individual, and I believe the Panel is aware of its unique responsibility to the Agency and the overseas candidate. I look upon this Panel as an advisory body to assist management in fulfilling its responsibility not to assign people overseas who constitute risk or expense to the government or a burden on the station or the overseas community.

3. In the near future I want to meet with you and C/DDO/CMS to discuss how we best can ensure that the Panel does meet its vested responsibilities to all parties concerned.



James N. Glerum

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D/Pers/JNGlerum:rj (23 June 81)

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OC-M81-421
2 June 1981

MEMORANDUM FOR: Director of Personnel
THROUGH: Deputy Director for Administration
FROM:
Director of Communications
SUBJECT: Overseas Review Panel

STAT

1. As you know, I have had recent occasion to reopen a case before the Overseas Review Panel. While the results of that reopening achieved the end that seemed to be the best for the needs of the Office of Communications, I was, and am, deeply concerned by the existence of that panel.

2. In today's climate, with an increasing concern for the rights of the individual and a growing need to fix management accountabilities and responsibilities, the existence of such a panel appears to be anachronism. The panel with which I dealt seems to lack overseas experience; is not accountable for the consequences of its actions; deals rather cavalierly with the impact of those actions upon people's careers; and, appears to me to usurp the rightful responsibilities of managers. There may have been a need for the existence of such a panel a number of years ago when the exchange of information among office and division chiefs was limited and most personnel problems were treated as arcane subjects. Today, I believe the Agency's personnel management system has matured to the point where this panel not only is unnecessary, but may actually be doing the Agency a disservice. I recommend to you that this panel be abolished and that the existing Agency regulations be amended to reflect this abolition.



STAT

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5.

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REMARKS

1-FY2. Believe you saw D/CO's initial memo.



ST

A good *[initials]* appropriate response.

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